

RESOLUTION NO. 2014 – 119

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TORRANCE AMENDING RESOLUTION NO. 2014- 38 SETTING FORTH CHANGES REGARDING HOURS, WAGES AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY THE TORRANCE CITY EMPLOYEES ASSOCIATION (TCEA)

The City Council of the City of Torrance does hereby resolve as follows:

SECTION I

That Resolution No. 2014-38 is hereby amended.

SECTION II

The following agreement between representatives of Management and the representatives of the Torrance CITY EMPLOYEES ASSOCIATION (TCEA) is hereby amended as follows:

Effective October 21, 2014

**MEMORANDUM OF UNDERSTANDING
TORRANCE CITY EMPLOYEES ASSOCIATION (TCEA)
(TCEA)
2014 - 2017**

SUPPLEMENTAL #3

A SUPPLEMENTAL MEMORANDUM OF UNDERSTANDING SETTING FORTH THE HOURS, WAGES AND WORKING CONDITIONS FOR EMPLOYEES REPRESENTED BY THE TORRANCE CITY EMPLOYEES ASSOCIATION (TCEA)

An agreement of the undersigned representatives of the Torrance City Employees Association (TCEA) and the representatives of the City of Torrance (City) that:

The attached Resolution is recommended to the City Council for adoption in its entirety. It covers wages, hours and working conditions for the period of April 6, 2014 through December 31, 2017, and was reached through agreement of the undersigned parties.

Signed this 16th day of October, 2014.

MANAGEMENT

TCEA

/s/ Aram Chaparyan

/s/ Melody Lawrence

/s/ Debbie Collins

ARTICLE 13 – AMENDMENTS

AMENDMENTS TO ARTICLE 2 - COMPENSATION

ARTICLE 2 – COMPENSATION

SECTION 2.1 SALARY RANGES AND CLASS TITLES

A. For the purposes of move-up and layoff, Typist Clerk I and Typist Clerk II will be considered as one classification. The following salary ranges are assigned to classes covered by this MOU:

BASE HOURLY PAY RANGE

Effective October 21, 2014

DELETE

Class Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Reprographic Equipment Operator	18.29	19.23	20.16	21.20	22.25	22.81*	
Duplicating Equipment Operator	19.96	20.98	21.99	23.13	24.26	24.87*	25.50*

ADD

Class Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7**
Reprographic Specialist	18.29	19.23	20.16	21.20	22.25	22.81*	25.50

* Extended Steps

** Step 7 Incumbent formerly in the Duplicating Equipment Operator position

Effective January 1, 2015

DELETE

Class Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Reprographic Equipment Operator	18.65	19.61	20.56	21.62	22.69	23.26*	
Duplicating Equipment Operator	20.36	21.40	22.43	23.60	24.74	25.36*	26.01

ADD

Class Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7**
Reprographic Specialist	18.65	19.61	20.56	21.62	22.69	23.26*	26.01

* Extended Steps

** Step 7 Incumbent formerly in the Duplicating Equipment Operator position

Effective January 1, 2016

DELETE

Class Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Reprographic Equipment Operator	19.40	20.40	21.38	22.48	23.60	24.19*	
Duplicating Equipment Operator	21.18	22.26	23.33	24.54	25.73	26.38*	27.05*

ADD

Class Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7**
Reprographic Specialist	19.40	20.40	21.38	22.48	23.60	24.19*	27.05*

* Extended Steps

** Step 7 Incumbent formerly in the Duplicating Equipment Operator position

ARTICLE 3 - SPECIAL COMPENSATION

SECTION 3.1 PREMIUMS

F. Bilingual Pay:

Effective August 10, 2003 there will be a Bilingual Program for covered positions under TCEA. There will be no more than ten individuals who will receive pay for skills in Spanish. Employees who qualify in Spanish shall receive \$50 per month. TCEA employees who desire to participate in the program will send a memo to the ~~Secretary~~ *Administrative Assistant* in the Torrance Police Department Personnel Division who will arrange testing through the Torrance Police Department Bilingual Program. The City Manager's Office will be advised of those who pass the test and in turn, the appropriate department will be notified of the passage. TCEA will be responsible for keeping the City Manager's Office apprised of the names of the ten persons who receive the premium.

ARTICLE 5 - HOURS OF WORK

SECTION 5.1 NORMAL HOURS OF WORK

A. Effective February 6, 1994, all employees covered by this agreement are on a 9/80 work week schedule, with the exception of:

- ~~Secretary~~ *Administrative Assistant* assigned to the Administrative Section of the Library Services Division will work a Monday to Friday shift with hours of 8 am to 5 pm.

